



### **WFDYS Webinar: Break the Bias against Young Deaf Women**

#### **Background**

Women with disabilities (WWD) include Deaf women who face significant disadvantage compared to working men with and without disabilities. Several studies show that, for example, the average WWD is paid only 83% compared to a working man with a disability and 67% compared to a working man without a disability. Negative attitudes and stereotypes about WWD may contribute to these disadvantages. Past research has found that both women and people with disabilities include Deaf people may be judged as weak, dependent, or incapable by others. WWD may find it challenging to prove their capabilities to coworkers and supervisors, as a result of being both female and having disabilities. Because of this, they may struggle with decisions regarding whether, and when, to disclose their disability or request accommodations in the workplace. Deaf young women have also described their experiences in disclosing their deafness and receiving accommodations at work; they want to make their own decisions; disclosing being young Deaf women; the benefits and costs of receiving accommodations on the job and the techniques that Deaf young women require to manage negative attitudes from others at work and other places.

The World Federation of the Deaf Youth (WFDYS) with its Women Advisory Group, is attempting to identify the various challenges faced by young Deaf women. Such discrimination and challenges in accessing equal opportunities and quality reproductive health care encompasses the lack of access to a sign language environment, reasonable accommodation to women with disabilities, including deaf women. Having open and equal opportunities comprises the presence of closed-captioning, note taking, preparation of meetings, accredited sign language interpreters, the presence of relevant assistive technologies and the absence of negative attitudes and stigma associated with persons with disabilities, including deaf women.

#### **Objectives:**

This webinar aims to share information about the experiences faced by Deaf women worldwide in the celebration of this year’s International Women’s Day with a theme of “Break The Bias against Young Deaf Women” following the IWD’s theme “Break The Bias.” This refers to “**imagine a gender equal world**. A world free of bias, stereotypes, and discrimination. A world that is diverse, equitable, and inclusive. The webinar will offer an opportunity to reflect on progress made, to call for change and to celebrate acts of courage and determination by young Deaf women who have played an extraordinary role in the history of their Deaf communities.

Furthermore, specific objectives include:

- Contributing to a broader goal of shifting attitudes toward to young women and girls today
- Meaningful participation of diverse stakeholders including youths, associations at local, regional, and country levels and DPOs
- Showcasing progress, and good practices on inclusion and empowerment of deaf youths including showcasing from underrepresented groups such as girls and women, with extra needs.
- Sharing information and knowledges to build up common goals and messages
- Promote and expand the network

**Webinar Title:** Break the Bias against Young Deaf Women

**Date and time:** 8 March 2022, 14:00 CET

**Recording:** Will be available after the live session

**Zoom registration link:** <https://zoom.us/meeting/register/tJAtceuqqTsvH9cEZfJcisyKFUr1n-0TcMCX>

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### Program

CONTENT	TIME	WHO
Welcome and introduction	5 minutes	Sara
<b>Opening remarks</b> <ul style="list-style-type: none"> <li>• Presentation on the aspects of the rights of women with disabilities (art 6)</li> </ul>	15 minutes	WFDYS Shirley Liu
<b>Presentation of the recommendation by WFDYS Women Advisory Group</b>	5 minutes	Adele

<ul style="list-style-type: none"> <li>• 1<sup>st</sup> Panelist (Oceania/Pacific)</li> <li>• 2<sup>nd</sup> Panelist (Europe)</li> <li>• 3<sup>rd</sup> Panelist (Africa)</li> <li>• 4<sup>th</sup> Panelist (Middle Eastern)</li> <li>• 5<sup>th</sup> Panelist (America/Latin)</li> </ul>	<b>5 mins per panelist</b>	Sara
<b>Q&amp;A</b>	<b>20 minutes</b>	Shirley
<b>Conclusion</b>	<b>5 minutes</b>	Adele

**Questions for the live panelists**

1. **Introduction** – can you briefly tell us who you are, and what experience on the topics brings you to the panel?
2. **Individual solutions:** If you are comfortable to share a personal experience, we would like to hear from you about a time where you faced stigma, discrimination, or excluding that kept you from accessing education, working, participate in social activities? WHO or WHAT exactly helped you to overcome these barriers, to get where you are now?
3. **Systemic solutions:** If one day you become the Minister of Women in your country, and you could make systemic changes, what would be the most critical change you decide to make, to tackle stigma, discrimination or excluding?
4. **Advocacy:** To make people care about this issue, and to inclusion in the society in general, which advocacy tips do you wish to share with us? It could be for youth, for the community, for people in the government.

If time permit, we will ask a couple of questions.